

Interpersonal Effectiveness

Increase your Self Awareness and improve Your Interpersonal Effectiveness by Learning to use more of your personal power to achieve critical Results in important business and other relationships



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*The PPI Network***Interpersonal Power**

The programme is designed for managers-leaders of all levels who want to increase their self-awareness and interpersonal effectiveness. It builds an appreciation of how to make appropriate use of **personal power** in the everyday business environment. There are quite a few situations in any company when traditional top-down authority to force compliance is unavailable or just not wise to apply. This program aims to help managers to be more effective in those situations and, without a doubt, it should be a must course for managers working in matrix or project-based organisations where power of interpersonal influence becomes almost the only force for achieving strong results.

The program has two key elements:

1. Completion and de-brief of a set of psychological instruments (LIFO, Toman Environmental Questionnaire, Personality Self-Portrait, StrengthFinder) in advance of the classroom session in order to have a better awareness of own preferences and their power implications. This will stimulate some personal reflection on own preferences and areas to seek to strengthen during the development process as well as developing some clear personal learning objectives. The de-brief will be by telephone by an accredited user of the instruments.
2. A three day intensive training experience to provide some key tools and understanding and to help contribute to personal learning objectives.

Benefits

Each participant will:

- Have increased personal and organisational performance and productivity through a greater self-awareness and self-management.
- Learn how to use their unique personality by gaining a greater insight into their personal power and how to use it more effectively in influencing others.
- Uncover the hidden resources they have through their family and cultural programming.
- Use the "psychology of selves", an innovative approach, to increase interpersonal flexibility in different business situations.

Objectives

- To provide a learning experience in which participants can increase their self-understanding and how you impact others around you...hear the TRUTH you might never find out otherwisebecome more clear on the impact on others in order to be more effective with interpersonal results...
- Become even more aware of your unique leadership gifts and talents... and create strategy on how you could use that more that we developed in the "first business school" of our life and learn how we could use them more in our everyday work life
- Learn about the "first impression" you make on other people, understanding and enhancing your personal "charisma" in business situations

- Do you believe you have leadership charisma? ...well we know you do...come to polish, confirm or discover – what exactly is your leadership charisma...
- Practice giving and receiving immediate feedback on how to improve our performance while influencing others and dealing with conflicts and resistance
- Discover “worst mistakes” you can make in interpersonal situations and pay for them dearly. And of course – what can you do to avoid or improve.
- Learn how to achieve life strategic balance: professional success and high quality personal life.

Program Process

Phase 1

1. Complete the required set of psychological instruments
2. View the program video on the PPI Network Website as a first step in increasing awareness and learning
3. Identify and document personal learning objectives for the program

Phase 2

1. Attend the three day workshop to build understanding of techniques, advance skills and further develop the strategy to apply to own case

Phase 2 - Program Outline

Day One

- Welcome and introductions
- First Impressions
- Leadership and Personal Power – the theoretical framework
- Experiential activity
 - Intention-Impact
 - History and now
- Discovering your own programming and its influence on your role as a leader
 - Your natural strengths and success
 - Your interpersonal challenges and strategies to overcome
- Evening preparatory work

Day Two

- Open frame, active listening, lifeline interviews
- Uncovering the secrets of your charisma
 - Understanding your talent and values
 - Personal power presentation
- Conflict and me? Practical team exercise
- A model for managing conflict
- Negotiation/Influence activity practice and de-brief
- Evening preparatory work

Day Three

- Experiential activity on power and leadership
- Learning reflection
- Group feedback to individuals
- Achieving strategic balance: Professional Success and High Quality Personal Life
- “Personal Eulogy or Living Your Dream Life Now” activity
- Setting personal objectives

Program Team

The program team will be Pavel Mischenko.

Pavel Mischenko is an international business consultant based between Moscow, Russia and Florida, USA. He has a strong experience of working with managers in global and international companies in developing their leadership and management skills. Pavel is a qualified psychologist and frequently works with managers and leaders on self-understanding. He has specialized in family therapy and studied extensively on family order and behavior. Pavel leads programs in English as well as his native Russian.

Program Dates

Phase 1 starts on 1 September 2012 leading to Phase 2 Three Day Workshop on **10 to 12 October**.

Program Fee

The fee for this program is Euro 1,800.

The fee includes instruments, refreshments and lunch during the three day workshop, attendance at group dinners on the evenings of days one and two and support materials for the workshop. Participants are responsible for their own travel and accommodation.

The workshop in Phase 2 will be held in Belgium.

How to Register

Contact:

- Svetlana Shljachova on +32 (0)495 343880 or email sshljachova@theppinetwork.com